

## NOTICE OF GENERAL MEETING

Time: 17:00 hours

Date: 84 03 02, Friday

Place: Abbotsford - Theatre

DON'T MISS THIS MEETING. THERE MAY BE CONTRACT ISSUES REQUIRING  
A VOTE!

\* Daycare can be arranged by calling Colin Ridgewell a week beforehand.

### FSA PRESIDENT'S REPORT

Two major issues are before us at the present time. In anticipation of a \$400,000 shortfall for budget year 84-85, the college has sent lay-off notices to 10 of our members. Four of these notices are full lay-offs, the remaining 6 involve reductions in load ranging from 2/10 to 1/2. The FSA is satisfied that the college will be short of money next year; however, we are not satisfied with the reasons given each individual employee for his/her lay-off. It is an important part of our job to uncover and evaluate the process of reasoning which leads from the shortage of funds to any particular employee. With this in mind, we have filed grievances on all of the lay-offs. The grievances will be pursued until the employee and the FSA are satisfied that there is no fairer alternative. See the Grievance Chair's column for more details.

If the budget shortfall is less than \$400,000 we are assured by the college that as many of the lay-off notices as possible will be recalled. If the shortfall is greater, then more notices will be issued. The likelihood of a larger shortfall is not known. We have been told in true Orwellian fashion by the Ministry that the previous promise of constant dollars for the college system is no longer "operative"; however, announcements threatened in January have not been made and there is speculation that the closing of David Thompson University Centre, and the transfer of the Justice Institute to the Attorney General, may have taken some of the heat off the rest of the college/institute system. A "best guess" at this moment is that the 1 or 2% additional cutback of the universities budget will be applied as well to the colleges. Obviously, we will circulate information as we get it.

Negotiations are under way. George McGuire is making minutes of the negotiating sessions available at the LRC. Much is at stake this year and we are determined to hang on to the protections that have been negotiated over the past 9 years. It is very important that all members attend the March 2 General Meeting in Abbotsford. It is quite likely that votes will be taken on a number of strategic questions. Given the uncertainty in the system at this time, it would seem to be in everyone's

best interest for negotiations to be concluded as quickly as possible. If you have questions regarding negotiations, please contact George McGuire or Kevin Busswood.

I must take this opportunity to emphasize how important it is for you to bring forward any questions that you have regarding any of the issues before us. Members of the executive are swamped with negotiations, grievances, and generally having a good time. Good communications may suffer a bit. If you are feeling left out, ignorant, depressed, and vaguely suicidal, don't worry - that's normal! If you have any questions or concerns, call me at 313, 455, or at home 823.6258. Let me also urge you to avail yourself of the opportunity to look at negotiations minutes in the LRC. Above all else, don't worry - only 4 more years to the next provincial election.

Kevin Busswood, President, FSA

P.S. We have taken a very deep breath and purchased a computer for the Union office. It is a DEC Rainbow, compatible with the college system, and should make our record keeping, filing, etc. much more efficient. We have as well hired an office worker for 15 hours a week. Marg Starr brings a great deal of experience to the FSA. Marg will be concentrating on setting up the office files, and taking minutes at negotiations.

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#### REPORT FROM THE NEGOTIATING COMMITTEE

The following is a short summary of what has been happening in negotiations.

The Negotiating Committee is composed of the following FSA members:

- a) George McGuire
- b) Dorine Garibay
- c) Doug Hudson

The Negotiating Committee has met with the College a total of four times. The meetings are scheduled each Thursday at 13:30 hours in the Boardroom on the Abby Campus.

Both the Union and the College introduced an extensive package of proposals this year. These proposals cover a total of 93 separate articles. If you wish to read the proposals they can be obtained in the library.

The first meetings have been concerned with housekeeping items. To the present, a total of four articles have been initialled. These articles will be placed in the library for the membership's edification.

The negotiating process is slow and tedious and if things continue at their present pace - taking one meeting to settle one issue - it will take us approximately two years to settle this contract. If we hope to conclude the negotiations this year, both sides must be prepared to reduce the number of their proposals to a more manageable level.

At the present time, Management is objecting to the Union's request to open discussion on the articles dealing with lay-offs. They have complained that the present clauses were just negotiated and signed in last contract. The College has identified all of our proposals as substantive and have complained that we are asking too much, so what else is new.

## REPORT FROM THE NEGOTIATING COMMITTEE (Contd.)

The Union has found that Management's proposals on workload, non-faculty vacation time, job action, Technological Change, and related articles are most contentious. It is my opinion that the College is requesting much more from us than the Union is from them.

Although things are not rosy, both sides seem to be bearing up under the strain and the process is occurring without rancour.

George McGuire, Contract Chairman, FSA

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## JOINT PD COMMITTEE REPORT

### Short-Term Educational Leave

Please be reminded that the deadline for Short-Term Educational Leave applications is February 25. Short-term leave is of 16 to 90 work days duration and is funded to 100% of the employee's salary dependent on availability of adequate funds in the Educational Leave budget. Application forms are the same as for Long-Term Leaves and are available from the Chilliwack and Abbotsford switchboards and the Regional Offices.

### Type "C" Employees

Type "C" employees are eligible for in-service P.D. funding to the same level as Types A and B (i.e. to the same maximum amount determined by each Division for Types A and B).

Type "C" employees are also eligible for assisted short-term leave funding on a pro-rata basis of their current contracts as a proportion of full-time.

### College-wide P.D. Day

The theme for P.D. Day '84 is Service and Spirit in Times of Restraint. The winner of the acronym contest will be announced February 14 and the prize will be presented on P.D. Day during the social hour. Workshops and a panel discussion will explore such topics as "Involuntary Retirement", "Professional Development, a revitalizer", and "Fatigue, Stress and Burn-Out".

Mark March 14 down in your calendars for P.D. Day '84.

If you have suggestions or concerns, contact Cheryl Pohl, your P.D. Day '84 Co-ordinator.

Judy Inouye, Chair, J.P.D.C.

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## GRIEVANCE COMMITTEE REPORT

As of January 11th, there were 10 lay-off notices given to FSA members. Those who have received notices of lay-off are listed on the following page. The reasons why we are filing grievances are explained by Kevin in his report.

To date, only one lay-off has been withdrawn. This was the notice given to Betty Harris, Director of the LRC. She was to be layed-off from full time to 70% as of May 15. At the informal stage of grievance, the lay-off was withdrawn. It was agreed upon by Betty, the college, and the FSA executive that she, in her position as Director, would undertake librarian duties now being performed by part-time employees (this is in keeping with administrative practices in other resource centres). The settlement is in agreement with Article 18.3(c)(i) - Temporary employees will be layed-off first.

Joe Kovacs received his notice in November. We are now at Step 2 of the grievance procedure with his layoff. Among other Articles we think are violated, we have grieved the reason for lay-off. The program he teaches is not being cut back, therefore he should not be targeted for lay-off. We argue that the instructor whose program is being threatened should be the subject of lay-off (and when given notice, we would grieve on his behalf and support his right to bump the less senior employee, who is Joe). The end result will be that Joe will be out, but by not grieving we would be setting a precedent which could harm future grievances of similar nature. In accordance with Article 18.6 - Bumping Less Senior Employees - this is the due process to be followed. There has been indication from above (not God) that Joe's lay-off notice will be withdrawn.

Because we have only 20 days in which to file (7.3(b)), we have given notice of grievance at Step 1 for the remaining 8 layoffs. Over the next few weeks, we will be meeting with the appropriate Deans and Directors, to discuss the contributing factors which have lead the administration to make these lay-off decisions. Whether or not we continue the grievance procedure with each case will depend upon the supporting information we receive. Whenever possible we will negotiate an alternative to layoff but only if it is in the best interest of the affected employee and the FSA. At no time will we contravene the Collective Agreement in making any settlement. Final decisions will be made in consultation with the affected employee, the FSA executive, and our legal advisor.

There have been no lay-off notices given to excluded employees.

To date, these are the only lay-offs the FSA executive has been informed of. I have been told that further lay-offs are not anticipated but the college will not know for certain until possibly the first week in March, when the budget is known. And, of course, this date is tentative because the powers that be in Victoria have repeatedly given notice of - and withdrawn - dates on which financial data were to be announced. Dare I say that I have sympathy for our administrators.

And, notwithstanding the budget, if we win any of the grievances, or if they are withdrawn, we may very well be facing other lay-offs, if lay-offs are deemed a necessary means of finding money.

So, this then, is the grievance report. Serious business for each of us. Next year, if I haven't been layed-off, I am going to vote for the creation of, and run for the position of, chairperson of the Silly Committee and then I can write humorous, silly reports and feel light-hearted again.

Georgina Marshall, Grievance Committee

LAY-OFFS OF FSA MEMBERS

Cont. Education	Beryl Fredrickson, Hope Regional Programmer	From	Fulltime to 50%	as of	April 1
Vocational	Joe Kovacs, Mechanics	"	Fulltime to full lay-off	" "	" "
	Richard Janssen, Carpentry	"	" " " " "	" "	May 15
Arts & App. Arts	Rory Wallace, Art History	"	Fulltime to 75%	" "	" "
	Cheryl Dahl, Communications	"	75% to 50%	" "	" "
Science & App. Sc.	Colin Bell, Biology	"	Fulltime to 2/3	" "	" "
	Pat Freund, Long Term Care Aide	"	Fulltime to 10/12	" "	" "
Developmental Studies	Brian Thom, B.E.S.T.	"	7/12 to full lay-off	" "	" "
Student Services	Janice Hope, Counsellor	"	Fulltime to full layoff	" "	" "
LRC	Betty Harris, Director, LRC	"	Fulltime to 70%	" "	" "
Steno Pool Coord, East	Position not currently filled and will be deleted.				

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N O T I C E

1983 SENIORITY LISTS

The updated 1983 seniority lists for FSA members are now being posted throughout the college by the personnel office.

PLEASE CHECK THE SENIORITY LISTS TO MAKE SURE ALL INFORMATION PERTAINING TO YOU IS ACCURATE.

If there is an error, contact Barry Bompas BUT notify your shop steward IN WRITING as to what you perceive to be incorrect. The Grievance Committee will follow-up on your behalf, filing a grievance if this is warranted.

The deadline for any disagreement is March 5, 1984, so you must give notice before this date.

Georgina Marshall